

EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

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Man of the Year Dinner March 2

from the EDITOR'S CHAIR

The Coach

Like a football coach sending men from the bench to the field, the current tenant of the White House has kept his own team hopping from job to job.

One might almost think that, denied the right to do anything but advise the Washington Redskins (and Billy Kilmer wishes he wouldn't) he is doing his coaching masterminding in his cabinet.

I can almost see him sitting there in the Oval Room, taking a call from Ron Ziegler in the press box.

★★★

"YOU SAY the secretary of defense is missing blocking assignments?" says he. "So that's why Thieu didn't make first down. OK, now here's what I'll do..."

He swings around and shouts: "Richardson, front and center," and here comes Elliot Richardson at a trot, strapping on his helmet.

"Go in for Laird and tell the quarterback to try a Statue of Liberty play action double reverse," snaps the coach, whom they don't call Tricky Dick for nothing. "Tell Laird to go to the showers."

"Right, coach," says the player — rather former secretary of health, education & welfare — and off he trots.

"Weinberger," says the coach. "Get in there at HEW and I want you to cut, cut, cut and watch that artificial turf. Don't cut so sharp you fall down."

★★★

THE NEW secretary of health, education & welfare, Caspar Weinberger, had the image of a moderate Republican when he was active

MORE on page 7



C.D. PARKER, business manager and secretary of Industrial Iron & Metal Processors Local 1088, has been named disaster chairman by the Red Cross for the metropolitan Oakland area. Parker will coordinate disaster action teams and volunteers aiding victims of fires and other disasters.



HUNDREDS of unionists picketed at the Oakland Capwell's store Monday to ask Christmas shoppers not to buy Farah slacks and sportswear which the store handles. Farah's, struck by the Amalgamated Clothing Workers since May, refuses to bargain despite National Labor Relations Board finding of unfair labor practices. AFL-CIO has urged consumers to boycott Farah. Oakland picketing was part of nationwide demonstration against Farah.

5 at UC Get Back Pay

Five women members of Bookbinders & Bindery Workers Local 3 can expect substantial back pay checks today — the highest around \$1,500 — as a result of their union's charge of sex discrimination against the University of California.

Recording Secretary Ted Hirshberg filed the charge with the Labor Department's Employment Standards Administration demanding equal pay for the five who were employed at their journey-woman rate on a machine calling for a considerably higher wage.

The women were paid \$3.93 per hour when the rate for the machine was \$5.79. When they got a raise to \$4.25 per hour, the wage for work on the machine to which they were

assigned was increased to \$6.26.

After Local 3 acted, UC agreed to meet the higher scale and make the raises retroactive. It called the underpayment a bookkeeping error.

"I don't care what their reason was as long as they paid," said Hirshberg. "I feel they agreed because they would rather play it down and quietly pay without too much publicity."

"But this proves one thing — that the union will go to bat for its members."

The workers and approximate amounts they are to receive today are:

Donna Madsen, \$1,500; Dorothy Davis, \$1,200; Carroll Werstein, \$700; Barbara Johnson, \$200, and Arlene Griffith, \$5.

Nixon picks N.Y. unionist as secretary of labor

Richard Nixon has picked the first labor representative in his cabinet with nomination of New York building trades leader Peter J. Brennan as his second term secretary of labor.

Brennan's nomination was praised by California Labor Federation Secretary John F. Henning and AFL-CIO President George Meany.

Brennan, 54, is president of the New York City and New York State Building Trades Councils. He will succeed former Lockheed Aircraft Corporation executive James D. Hodgson as labor secretary.

Brennan was nominated in Nixon's thorough shakeup of top level government posts.

A Democrat, he helped organize a committee of union officers to support Nixon's reelection campaign. In 1970 he led 150,000 building trades and maritime workers in a New

York parade supporting Nixon's Viet Nam war policy.

Henning, who was undersecretary of labor in the Kennedy and Johnson administrations, said Nixon "could not have made a better appointment" and added:

"During the past four years the Department of Labor has been under corporation control."

"I am sure that if President Nixon now seeks to use the department as a conservative weapon, Pete Brennan will resign as Martin Durkin did after one year of the Eisenhower administration."

Brennan is the first union leader named to the cabinet in 20 years, since the late Martin P. Durkin, then president of the Plumbers & Pipe Fitters, was appointed secretary of labor in the first

MORE on page 10)

Nominations Asked For Labor's Award

Unions were urged this week to submit nominations for the unionists to be honored at Alameda County labor's fourth annual Man of the Year Dinner set for March 2 in Hayward.

Nominations — and they may be of a man or woman — must be submitted to the Alameda County Building Trades For its January 2 executive board meeting or the Central Labor Council for its board meeting January 5.

The person chosen as Man of the Year will be honored as the individual who did the most for working people here in 1972.

The \$25 a plate dinner will raise funds for Alameda County COPE's voter education, registration and election campaigning next year.

It will take place at the Holiday House, 29827 Mission Boulevard, Hayward. No-host cocktails will open the evening at 6 p.m. and dinner will be at 8.

Heading the Man of the Year

Special Edition

This is a special Christmas Edition of The East Bay Labor Journal. Union meeting notices will be found on page 10 and union correspondents' columns are on pages 6 and 7.

Committee of AFL-CIO and Teamster representatives is AFL-CIO Area Representative Gene DeChristofaro. The committee which will handle arrangements is made up of:

Central Labor Council. Loren Blasingame, Communications Workers Local 9415; Council President Russell R. Crowell, Vincent Fulco, Automobile Salesman Local 1095; Council Executive Secretary-Treasurer

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Fremont Civic Committee Eyes 'No-Growth'

For the first time in the state, an Alameda County community has mobilized its leadership to study the nagging controversy between "no growth" environmentalists and the construction industry and its workers.

The community is Fremont, Business Agent Seymour Bachman of Plumbers & Gas Fitters Local 444 told last week's meeting of the Alameda County Building Trades Council.

A blue-ribbon committee drawn from local government, construction labor and management, schools and Ohlone community college, The Fremont press, utility companies and utility districts and local business will collect the facts and make recommendations on growth policies, he reported.

When its recommendations are complete, he said, unions may be called on for financial help in publicizing the committee findings.

Labor representatives on the committee are Business Representatives Kuther Curry and Elmer Borge of Hayward

MORE on page 10)



MEMBERS of Carpenters Local 36 met San Francisco Mayor Joseph L. Alioto (at left, above) after his talk at the union hall. Business Representative Al Thoman talks to the mayor while others gather round. (Story on back page).

How to buy

Merry Christmas: stay out of debt

By SIDNEY MARGOLIUS

There are powerful pressures on working people to spend a lot of money on Christmas. This is a time when many families go into debt, and sometimes quite deeply.

Stores and finance companies push "easy credit" heavily at this time of year. Small-loan companies especially promote their high-cost loans hard this season, on radio and TV. In fact, December usually is the biggest lending month for small-loan companies.

The catch is that (1) you may spend more than you truly can afford, and (2) borrowing from loan companies or buying on time-payment plans usually adds from 18 to 42 per cent to your Christmas bills.

IF YOU haven't got enough cash, finance gifts at no credit cost by using short-term charge accounts. Most stores allow about 30 days of free credit before charging interest on the balance you still owe.

After that free period, they usually charge 1½ per cent a month, which is a true annual rate of 18 per cent. Some stores charge 22 per cent or more.

Ask the store when interest does begin to accumulate on its charge plan. Not that a long "no interest" period is necessarily a boon. Often the highest-price stores allow the longest "no interest."

If you have to stretch out your payments much longer than 60 days, it would be less expensive to borrow the cash from a low-cost source. The lowest-cost loans are those available from credit unions and commercial banks. They usually cost \$6 to \$7 per \$100 borrowed, or the equivalent of true annual interest of about 12 to 14 per cent.

Costliest place to borrow is small-loan companies, which usually charge 24 to 42 per cent per annum (depending on state regulations and amount of loan.)

TOY PROMOTIONS: Both children and parents are being subjected to a heavy barrage of TV promotion again this Christmas. Beginning January 1, the TV industry is going to cut down advertising on children's programs from the present 16 minutes an hour to 12. Conveniently for the toy manufacturers and TV stations, the new limit goes into effect after Christmas.

The annual price-cutting from inflated "list" or "regular" price already is noticeable on the TV-advertised toys.

These are used as traffic-builders by the toy stores and departments. Some of the lowest prices, however, may be only "bait" to get you into the store, with little stock to tack up the offer. If this happens, you should complain to your local consumer or marketing department.

This is a year to be careful in what you buy to make sure the toys you choose have lasting play value and are not fleeting novelties, and that you buy them at a reasonable price.

A number of heavily-advertised toys, such as the Marx Big Wheel, pool tables and some of the many action dolls now on the market, are 10 to 20 per cent higher this year — at least early in the shopping season.

You can already see what the price-cutting leaders are among the TV-advertised toys. Action Jackson, which really is a kind of boy's doll, is selling anywhere from 97 cents to \$1.52. The merchandising idea, as with Barbie and similar girls' dolls, is to sell you the doll cheap so you'll be under pressure from your children to buy the related costumes and equipment.

Thus, additional costumes for Action Jackson cost anywhere from \$1.21 to \$1.68, depending on where and when you buy

them. Action Jackson's Remote Control Jeep can cost from \$5.56 to \$9.97, with a couple of costumes thrown in, and his Dune Buggy, from \$2.97 to \$4.29.

Another big promotion is for Gabbigale, a TV-advertised version of the many talking dolls on the market this year. You can pay anywhere from \$10 to \$12.36 for this one in various stores we checked. HO over-and-under trains also are being used as price leaders with prices ranging from \$19.97 to \$21.88.

Sesame Street, the much-praised public television program for children, now is being commercially exploited by the sale of hand puppets and stuffed toys based on Sesame Street characters at inordinately high prices such as \$5 to \$8.

Military toys, which went

underground for several years after heavy criticism now are beginning to reappear, sometimes in the guise of spy or "intelligence" toys.

Nor are some toy makers above exploiting patriotism with such toy sets as System Control Headquarters: "They fight for truth, justice and the American Way!" This version of the American Way costs \$2.50 to \$10 for the various dolls and equipment, and is made in Hong Kong.

Some of the lowest prices are for last year's leftover toys offered by some stores, such as computer cars which are programmed by plastic discs, and battery-operated Motorific custom cars (as little as 69 cents), and Mattel Hot Wheels (as little as 59 cents), although, of course, not all stores have them.

Science and electric toys are available in audio and electronic specialty stores at moderate prices such as \$3 for a crystal radio kit which can make a radio which will pick up nearby stations.

For the worst toys of the year we nominate battery-operated gambling toys for children such as slot machines, roulette wheels, and blackjack and draw poker card-dealing machines.

LOOK AT the labels on gift-wrapping paper. The labels now are legally required by the "truth in packaging" law to tell you how many square feet of paper is provided. Usually flat sheets give you more for the money than rolls, and are as useful except for large packages. Copyright 1972, by Sidney Margolius



a sign to remember—when you shop for holiday gifts

This is the time of the year when people are shopping for gifts for loved ones. It means so much to a mother, wife or sweetheart when she receives a gift that's practical, personal and lovely like lingerie, robes, blouses or other wearing apparel. This year it is especially important to buy American made gifts with the union label, to protect your job from low wage imports which deprive American workers of decent jobs at fair wages.



The union label means you get more for your money. You know your gift has been made under higher U.S. standards of safety and health protection by skilled union craftsmen. And you enable other union members to buy the products which insure your own job security. The job you save may be your own.

LOOK FOR THIS ILGWU LABEL WHEN YOU BUY WOMEN'S AND CHILDREN'S APPAREL

AS ADVERTISED IN THE LABOR PRESS

Consumer voice in health care plan policy asked

America's health care system does much better for those who sell health services than for those who buy them, a union spokesman told a San Francisco meeting of health plan representatives.

John E. Sparks, assistant director of the United Automobile Workers Social Security Department, told the Western Conference of Prepaid Medical Service Plans, made up of Blue Shield and similar plans, that:

"The insistent pressure by

the public to be better served and better heard in health matters seems part of a general social situation in America.

"The American consumer is frustrated in his inability to achieve an effective voice in restructuring a system which functions much better for those who provide health services, and those who insure its costs, than for those who use its services.

"Public participation is now the only essential difference between the Blue Shield and the private, commercial insurance carriers.

"But the power structure in Blue Shield Plans—with a few notable exceptions—remains in the hands of physicians, reflecting the historical roots of Blue Shield."

"It is clear that Blue Shield Plans have failed to achieve adequate recognition of the right of consumer groups to represent both subscribers and the community at large on Blue Shield Boards."

Sparks gave the system credit for trying to ease the financial drain of sickness.

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Nixon board cuts newspaper pay again

Nearly 24,000 New York newspaper and printing industry workers got wage cuts up to \$10 a week when the Nixon pay board slashed pay raises negotiated more than a year before Richard Nixon ordered his economic "controls."

It was the Nixon board's second shot against newspaper workers' pay in two months. In September it was ordered to pay cuts at the Washington Post and Washington Star-News.

The latest order cut back wage increases from 11 to 8 per cent for 12,212 editorial and mechanical employees of the New York Times, Post and Long Island Press and 11,575 workers of about 300 commercial printing firms in the New York City area.

The 11 per cent increases at the Times, Post and Daily News became effective on March 31, 1972, at the beginning of the third year of a three-year contract.

The board said that workers would not be required to refund the excess wages above the 8 per cent increase allowed

by the board, but that wages from now to the end of the contract.

Editorial workers at the Long Island Press were exempted from the rollback to 8 per cent and allowed a full 11 per cent wage increase effective January 27, 1973, in the second year of their contract.

The pay board said that it would allow the increase to go to 8 per cent at the other papers and print shops because it was justified "by ongoing collective bargaining relationships and the need to prevent gross inequities."

The newspaper cases came to the board under the rule allowing board challenges to third-year increases negotiated in long-term contracts prior to the institution of the wage-price freeze and controls. In the case of the New York Post, the wage increase was challenged by the employer The Printers League, a management organization, challenged the commercial pacts.

In commercial plants, the board allowed an exception for women bookbinders, giving

them their full 15 per cent increase in their first one-year contract and the full 8 per cent negotiated in the second similar contract.

The contracts between the newspapers and 10 unions involved contain a clause that provides for termination by the unions if wage increases are reduced. Action in this area is under study by the unions. Current contracts are due to expire March 30, 1973.

Airline strike settled

A three-month strike by the Air Line Pilots Association against Northwest Airlines ended with an agreement improving pay and fringe benefits and recalling furloughed pilots.

Negotiations on the pilot recall issues had been deadlocked since the strike began June 30 and had not resumed in earnest until the Labor Department and the National Mediation Board stepped in.

In September the union accused Northwest of stalling in negotiations. ALPA charged that Northwest is dragging its feet because it is being supported by \$30 million in "mutual aid pact" funds from other carriers.

The union noted then that Northwest had made an estimated \$1,000,000 profit since the pilots walked out on June 30.

Northwest agreed in the settlement to immediately recall 1,425 of the 1,619 pilots employ-

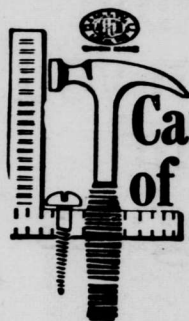
ed when the strike started and would recall another 85 by next May 15.

Negotiations will take place on the recall of the remaining pilots and other bargaining issues, with government mediators setting in.

The union said that Assistant Labor Secretary W. J. Usery, Jr., and Chairman David H. Stone of the National Mediation Board have pledged to see that the agreements will be kept.

The agreement is retroactive to June 30, 1971. The combination of catch-up raises, future wage increases and fringe benefits is estimated at about 29 per cent over the three years.

The union said there were improvements in pension benefits, shorter working hours, changes in working conditions and better health coverage. Details were not immediately announced.



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Printing Pressmen and Stereotypers move for merger

Executive Boards of Stereotypers and the Printing Pressmen have agreed on a merger of the two unions, if their memberships approve.

The merger, to be effective by next June 1, would create a 135,000-member graphic arts union. The Pressmen number 125,000 and the Stereotypers have 10,000 members.

Officials of the two unions have been discussing merger for several years. Pressmen President Alexander J. Rohan and Stereotypers President James H. Sampson said.

Pressmen can ratify the merger by a simple majority vote but the Stereotypers' rules call for a two-thirds vote.

Latest printing trades union merger combined the Lithographers & Photoengravers with the Bookbinders on Labor Day, setting up the new Graphic Arts International Union, with 130,000 members.

The Stereotypers negotiated a merger agreement with the Lithographers & Photoengravers in the mid-1960s, but the pact failed to win the necessary two-thirds approval of the membership.

Bates thanks the Labor Council

Tom Bates made his first post-election speech to the Alameda County Central Labor Council and told the council that its work was a major reason why he was elected county supervisor.

"I can't tell you what this council meant to me in my campaign," he said.

He noted that when he had led the primary voting in June and faced a November runoff, Labor Council Executive Secretary - Treasurer Richard K. Groulx "and others decided we were going to win."

"So I got 75 per cent of the vote November 7."

Don't pay if you didn't order it

If somebody has painted your address number on the curb in front of your house, you don't—repeat DON'T—have to pay for it if you did not order it.

The state attorney general's office says some homeowners have been bullied into paying. In some cases they have been led to believe that the company doing the painting has some government authorization.

Don't pay for unordered work, says thate state, and if you have any complaints write the Attorney General's Consumer Fraud Unit, 600 State Building, Los Angeles 00012.

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Impact Ruling Stayed

Construction workers and the state's growth needs got a break last week when a bill to stay the effect of the Mammoth Lakes decision was signed into law.

The bill suspends effectiveness of the Environmental Quality Act of 1970 for four months, while the State Office of Planning & Research is to develop guidelines for local government issuance of building permits under the act.

It thus holds off the State Supreme Court's ruling, requiring environmental impact studies of private as well as public construction before permits are granted.

Under the court ruling local governments, unsure of where the expense of environmental studies was coming from, have shelved millions of dollars

worth of construction in-creasing building trades un-employment.

The bill signed last week by Acting Governor Edward Reinecke, was Assembly Bill 889. It had strong support from the California Labor Federation and the State Building Trades Council.

Its author is Richard Democratic Assembly John Knox, who also introduced the 1970 Environmental Quality Act. Knox had noted earlier that the 1970 law had left its interpretation up to the state government.

But the state had failed to act, leaving the way open for the court to make its own ruling.

Under the new legislation, the state now will write guidelines, expected to be much clearer than the court's ruling.

U.S. standards on compensation asked by labor

Federal workmen's compensation standards are a highest priority item for Congress next year despite a national commission's recommendation that enactment be delayed for three years, the AFL-CIO executive council declared at its Chicago meeting.

The council statement said that the commission's report in almost every instance reinforced the AFL-CIO position "of the need for sweeping changes to modernize the present system of compensating the victims of work injury and disease."

The AFL-CIO, the council said, has been urging the states "to make improvements similar to the commission's recommendations for many years. Our experience demonstrates that the states are unwilling or unable to modernize their workmen's compensation programs. Federal legislation is needed now to achieve this goal."

The commission recommended compulsory coverage of all workers without numerical or occupational exemptions, complete coverage of all work-related injuries and diseases, full medical care and rehabilitation services without limit on dollar amount, improved formulas for weekly benefit amounts and maximum benefit levels and a number of other provisions.

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Chirs and Chatter

By Gunnar (Benny) Benonys

Brother Raymond Cox is the highly skilled artist who decorated our entrance doors at the hall. A roly-poly smiling Santa Claus greets you as you reach the door. "Thanks a lot", Brother Ray, your donation of these paintings is much appreciated and certainly adds to the Christmas spirit.

Mayor Joseph Alioto appeared at the special meeting, Thursday evening, Dec. 7, 1972. His remarks were timely and very interesting and were delivered right on the floor, amongst the audience, just as if he was speaking to each individual. He

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fielded and answered questions in his usual forthright manner.

The over 150 members and wives and guests enjoyed coffee and donuts and a further visit with "Joe" on a personal basis. (See story elsewhere in this issue by Jack Eshelman, Editor, East Bay Labor Journal.)

Operation Paperback received a shot in the arm from contributions of books from Brothers Ira Cook and Herman Schwarz. Thank you, Brothers.

Financial Secretary Wilson D. Massey is sending notices of the dues increase in the return mailings. Dues will increase to \$14.75 per month as of January 1, 1973 or \$44.25 per quarter. Be sure your current months dues are paid, brothers.

On our sick, injured and recovery lists are Brothers Richard B. Allen, Dab A. Archibald, Glenn N. Cardin, Alvin R. Castain, Richard M. Dupont, L. M. Earley, Dan Frazier, Adrian J. Heesackers, Greg H. W. Heins, C. M. Kness, John Maraldo, Richard W. Steele, Bennie Taylor, Clarence L. Thompson, James E. Timmons, Carl W. Vanden Heuvel, Paul C. White, William Young, William Ducker, Frank Volasgis.

Regret to report the passing of Brother L. D. Magers, he was 87 years of age and a member since 1934.

The Retired Carpenters Club was well represented at the last District Council meeting by many members led by President Gus Toensing, Secretary Larry Twist, Leo Schiager.

President Toensing outlined the short but interesting history of the Club and the progress that has been made, and invited all locals to contact their retired members to inform them of the Club and its functions.

Joseph O'Sullivan presented a check in the amount of \$1000 dollars (from the membership of Local 22) to Toensing for the use of the Club.

Additionally, the District Council also donated \$500 to the

Club's funds and pledged its continued support.

I'm sure we are all interested and dedicated to improve the retired members lot. Certainly, they did more than their share in creating the good contracts and conditions of work during their time and left a legacy to all of us to expand and improve for those who will come after us.

To all of you brothers and sisters, we wish you "a very Merry Christmas and a Happy and Prosperous New Year" from all of your officers, business representatives and delegates.

Barbers 134

By Jack M. Reed

Brothers, the most frustrating part of a Secretary-Treasurer's job in many organizations is the collection of dues and assessments. There is always a percentage or group of members that are always behind and as a rule they are the same ones every month. Billing these members is time consuming for the secretary and costly to the organization.

It is printed in the International Constitution and the Local By-Laws and has been brought to the attention of these particular members that "it is the duty and obligation of members to see that the Secretary receives their dues on or before the first of the month for which they are due."

An amendment to our Local Constitution and Bylaws was passed whereby when the secretary has to send a second bill there is a dollar service charge. This charge does not seem to have much effect on some of these individuals. Maybe this charge should be doubled.

The International, as of January 1, is changing the accounting system of all locals to comply with a computerizing system that is supposed to streamline and ease the paper work and reduce the time it takes to compile the financial and other reports for the International.

However, after examining this new system, I find that there is more paperwork, more books, more detail and it will take more work hours to comply with.

All locals will have to move up their deadline for mailing these reports and the per capita tax and assessments from the 20th of each month to the 10th of the month with no consideration that the bank statements are not ready much before the 7th or 8th of the month and the Finance Committee and Executive Board meeting in many locals are on the third Thursday of the month.

To get closer to the wishes of the International, as of January our Executive Board and Finance Committee meeting and our regular membership meeting will have to be changed to the second and third Thursday respectively. Brothers, I ask your utmost cooperation in mailing in your dues on time.

The California State Barbers Association will sponsor a Barberama Show at the San Francisco Hilton Hotel on Sunday January 21, 1973.

There will be platform demonstrations, styling competition and workshops conducted by World and State Champions.

Mark the above date on your calendar. This show will

probably be the last show that the California State Association will sponsor. These shows cost a great deal of money to produce and make little if any profit.

Without the donated services of many members around Northern California who put in many hours of planning, arranging and working in capacities such as Wisemen, Judges, Tallymen, Doormen, Floormen, Master of Ceremonies, Boothmen, etc., these shows could not be put on. These shows are for the education of our members and for upgrading the barber industry.

One of our oldest member and longest member, Nestor J. Caton, passed away recently. He was 87 years old and joined Local 134 in 1913. Sympathy is extended to his family.

Steamfitter Notes

By Doyle Williams

Our work opportunities are very poor with approximately 350 of our Brothers out of work and many others are working out of state and in other sister locals within the state.

Hopefully our work will pick up in the coming year, and I want to thank the unemployed members for their consideration in realizing that the Business Office cannot fabricate jobs when there are none available.

At our last meeting on December 7, 1972, the membership approved the C.I.S.C. recommended contract increase of 45 cents. On allocation the Negotiating Committee recommendation of increasing the pension contribution by 25 cents and the Health and Welfare contribution by 20 cents was accepted.

With this increase on the pension our future Service Credits will be increased to \$19 and there will be an increase in the pre-retirement Death Benefit for active members only.

We want to extend our sympathy to the families of deceased Brothers Joseph Hopkins and John Provencal.

Our next meeting will be January 4, 1973. Please make every effort to attend and participate. Until then, and on behalf of all the officers, we wish you and your family a Merry Christmas and a Happy New Year.

Watchmakers 101

By George F. Allen

We are beginning to find out the many problems that other unions have faced in the past with absentee ownership. Absentee ownership is now reaching out into the Jewelry Industry.

We are writing this way because we find it difficult to obtain any quick answers when we have to deal with this type of ownership. We had to take up the question of the recent pay increase with one company this past week. We feel sure that the increase retroactive to October 15, 1972 will be the forthcoming in the members next pay check. The retroactive increase will come in handy at Christmas time for these members. Another problem not settled with an absentee ownership involves the possibility of violation of the sub-contracting clause in our Union agreement. We hope to have this settled before Xmas.

Sheet Metal 216

By Keith & Jim

The year 1972 is rapidly coming to an end. For most members it was a pretty good year but as always there were some members that were unemployed for long periods of time.

The year started out very slowly and gradually increased until in midsummer everyone who wanted to work was working. The work held up fairly well until about two weeks ago when the rain finally caught up with us and our unemployment list began to get longer and longer.

In mid-April we got into it with the University of California and 50 jobs were hanging on the line. We still have a long way to go to resolve all of the problems with the University but Local 216 still has about 50 members working there.

I am sure we speak for all of the members working for the university in thanking the membership of Local 216 for the support they gave the university employees in their withdrawal of services.

Each member should be very proud and should be congratulated. It might have hurt a little but you never know, you might be the next one who needs the support.

When you really get down to basics, that's what unionism is all about. In July we did get our new negotiated wage package OK'd by the Construction Industry Stabilization Committee and from all indications we were pretty lucky because as we reported in the last column, construction contracts that were submitted in August, September, and October were really slashed. Believe you me it does not look too sparkling for next July.

The Holiday Checks were sent out last week and as we promised they were on time this year. Having them sent out once a year and in December, the first week that is, was one of the smartest moves this membership has made in a long time.

Those checks should make many members and their families have a Very Happy Christmas.

Notice to all members who are welders and want to take a certification test for plug welding on decking. This test will be given on two following Friday afternoons probably in January 1973, in order not to interfere with your work. The first afternoon will be used primarily to determine if the prospective applicant can pass the test and the next week the test will be given. The cost of the testing materials and the instructor will be paid for out of the Joint Apprentice and Journeyman Training Fund and the only cost to the member will be for his certification papers.

Any member who is interested please notify the office and your name will be placed on the mailing list so that you can be notified as to the dates, time, and place of the test.

The cost of the papers will depend on how many members take the test as it will be prorated among them. Last time we had eight applicants who took the test and the cost was \$23.50 each. These papers are good for a six month period and can be up dated on any decking job at any time by the inspector. Here is a chance for any one

MORE on page 7

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Sheet Metal 216

Continued from page 6

who can weld to give themselves more job opportunities by having certified plug welding papers.

There will be a shop steward meeting January 19, 1972 at 1:30 p.m. in Hall "H". We will notify each member at a later date.

One of our longtime members, Oscar P. Bronken of Alameda passed away December 2, 1972. Funeral services were held Tuesday, December 5, 1972 at 1:30 p.m. We send our deepest sympathy to his family and friends.

John Weak, one of our members, had to be taken home from the job because of illness this week. So far his doctor has not stated just what the cause was. All of John's friends please call and cheer him up as being confined to home or hospital is no fun.

One of our members, Benito Lopez, 37 years of age, became grandfather September 17, 1972.

Thought for the Week: "The civilized man has built a coach, but has lost the use of his feet." Emerson.

For years we have heard from our members that our Welfare Plan, now called Health Plan, does not pay as well as other plans. At one time I stated the same because I only looked for plans that suited my particular needs and not all the needs of our members. Since my tenure in office, I have had Blue Cross, Blue Shield, Kaiser, Aetna, and Cal Western, to name a few, investigated and no one has, for the same money we pay, been able to come any where near our total plan. When I say total plan, I mean major medical, room, doctor fees, dental, death benefit, glasses and prescriptions. We are all aware that low costs have spiraled in the past few years on everything and we have not had an increase to our Health Plan in that time.

There is also another item we will have to compensate and that is our Plan did run in the red last year and it looks as if it may again this year. To elaborate on this a little more I mean we paid out more on claims than we took in even though the interest on our investments offset these losses. No business can operate in the red no matter how you look at it for long without grave consequences. To be sure, a certain percentage will have to be used to offset the increased cost of claims before we can improve our Plan. I am sure the actuary trustees and administratrix will with this new 10 cents increase raise the benefits on as many items that they can for the money. So until we have the new schedule of benefits, let's wait and see.

Thought for the Week: "In all negotiations of difficulties, a man may not look to sow and reap at once; but must prepare business, and so ripen it by degrees." Francis Bacon.

Members of the Western States Death Benefit Fund, Death Assessment 732 is now due and payable.

Regular membership meetings are held on the third Wednesday of each month, at 8:00 p.m. Labor Temple, 2315 Valdez Street, Oakland, California.

from the EDITOR'S CHAIR

The Mastermind at Work

Continued from page 1

in California politics as an Assemblyman from San Francisco.

It has long been my opinion that those Republicans who wear the moderate image are just as reactionary as the others who, I guess, should be called immoderates.

As long as they represent a hometown constituency in which working people and liberals have voting influence, like the East Bay or San Francisco, the moderates manage to cast some good votes.

But let them step up the ladder to statewide or national office and their Republican instincts manifest themselves and you can't hardly tell them from Tricky Dick or Barry Goldwater.

★★★

MODERATE Cap Weinberger exhibited his sentiments for me long before he became a national GOP figure. That was in 1964 when he handled a Channel 9 panel program and I was doing the media publicity for the Berkeley Fair Housing law against the threat of an initiative to repeal it.

I had considerable success in getting the issues before the public via the press, radio and television media, although it must be admitted that the initiative won by a whisker.

Dental Technicians 99

By Leo Turner

Among important decisions made at the last regular Local meeting were the following:

1) To take to arbitration the grievance of Lisa Pirnat who was discharged from her job as dental assistant at Dr. Campbell's office in San Leandro.

She had worked for seven years in Dr. Campbell's office in Vallejo, Oakland and San Leandro and has had a hearing problem, that developed in her childhood, throughout all that time.

However, no complaint was made previously regarding her ability to do her job. As a matter of fact, she was once recommended for a supervisory job. Now she was suddenly let go because it was contended that the hearing problem affected her work. The arbitration hearing has been scheduled for January 30th.

2) It was decided that a committee of three (President Trimble, Recording Secretary Prado and Business Representative Leo Turner) should attend a hearing scheduled for December 14th in Sacramento by a committee that will eventually make certain recommendations to the state legislature in regard to educational and job requirements for dental assistants, technicians and hygienists. We will report more on this later.

3) It was decided to change the Local meetings from the first Friday to the second Friday of the month and to call off the January meeting as has been the custom in the past. The next meeting, therefore, will take place on the second Friday in February.

Winning the turkey raffle at the meeting were: Arlie LaFoe, from Dr. Campbell's lab in Sacramento; William Ward

We had a Weinberger Channel 9 program on the subject when our guys and their guys said their piece and moderate Caspar moderated.

Between moderating the debate, he showed films of Berkeley's black neighborhoods along Sacramento Street and noted how well kept and pleasant the homes appeared.

Why, he wondered, did black people object to living in such nice places?

★★★

THE ANSWER, of course, is that the nature of the ghetto neighborhood is not the issue and that, without objecting to living there, a person should object vehemently to being forbidden to live elsewhere if he wishes.

If all those ghetto houses which Weinberger praised were mansions, palaces or manor houses, the fact that real estate people and landlords were segregating black people into them, is an intolerable infringement of personal rights.

Of course no ghetto is palatial. Quite the reverse and usually an intolerable place to live.

But the issue, Mr. HEW Secretary, is that no matter how nice or intolerable a segregated neighborhood could be, segregation takes away freedom.

from Dr. Campbell's lab in San Mateo and Amilcar Ruiz from Dr. King's lab in San Francisco. I thought it was quite an appropriate coincidence that Arlie LaFoe should be one of the winners since he is retiring on January 1st. We wish him the best in his retirement.

We have made some beginnings in our organizational efforts. It is too early to report on some of them but I can report that we have signed up the dental assistants and office personnel of Dr. Gilmartin in Sacramento.

A total of eight employees are involved. We have petitioned the National Labor Relations Board for an election and expect that we will shortly win recognition and a contract for these employees. The technicians working for Dr. Gilmartin have been organized since he started his office in the early part of the year. We are glad to know too that his business is growing rapidly and he is preparing to open a second office in Sacramento after the first of the year.

I'd like to close by wishing the best of everything to all members for the holidays coming up in behalf of your officers and executive board as well as myself.

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Pro gridgers win on bargaining, player fines

Professional athletes have won a decision for bargaining rights and an end of arbitrary decisions by club owners — if the recommendation of a National Labor Relations Board administrative law judge stands up.

Judge Melvin J. Welles found the National Football League club owners guilty of unfair labor practices in their automatic \$200 fine against each player who leaves the bench to join in fights on the field.

He also ruled that the NFL Players Association has the right to bargain on installation of artificial turf, which the players say causes more injuries than natural grass.

Ed Garvey, executive director of players' association, said

Welles' decision "should be recorded as the first major step toward due process for professional athletes and the beginning of the end of arbitrary decisions by the owners."

If the decision withstands review, the 106 pro football players who had been assessed the penalty would be entitled to \$200 refunds each, plus 6 per cent interest retroactive to the day of the fines.

On March 25, 1971, the owners adopted a resolution stating that "any player leaving the bench area while a fight is in progress on the field will be fined \$200."

The players association executive testified that he did not know of the bench fine rule until late August of 1971.

Judge Welles concluded that the owners failed to give the players' bargaining representative sufficient or proper notice of the new rule.

Imposition of the fine was a violation of the collective bargaining agreement and federal labor law and must be rescinded, he said.

The players' union demanded a moratorium and bargaining on the installation of artificial turf on November 11, 1971, alleging it caused a large number of player injuries.

Judge Welles found that artificial turf installation is a mandatory subject of bargaining and that the owners cannot install additional artificial turf without negotiating with the players.

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Webber succeeds Griner in AFGE

John F. Griner has resigned as president of the American Federation of Government Employees because of illness and has been succeeded by Clyde M. Webber, 52, the union's executive vice president since the post was created in 1966.

Griner, 65, was named president-emeritus by the AFGE executive council, which hailed his record as the greatest of any president in the union's 40-year history. During his term, AFGE membership has tripled to more than 300,000.

Griner is a former railroad worker who earned a law degree at night while employed by the Railroad Retirement Board. He is an AFL-CIO vice president and was recently re-elected to a sixth term as AFGE president.

Webber, a machinist who served with the Labor Department Bureau of Apprenticeship & Training in Denver before his election to fulltime union office will serve Griner's unexpired term running until mid-1974.

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Cal. BTC chief asks calmer approach to environment

James S. Lee, president of the Building & Construction Trades Council of California, has called for "balance and common sense" in environmental planning.

"Emotion should not dominate over the technology that can help solve environmental problems with regard for socioeconomic factors," he declared. "There must be balance and common sense in the solutions."

He said "scare tactics" have threatened to cripple if not kill off some industries, citing as an example the publicized claim there is a dangerously high mercury content in latex-based interior house paints.

"That claim was refuted, quite emphatically, by two of the most noted experts on mercury, Dr. Ephraim Kahn, Chairman of the California Inter-Agency Commission on Environmental Mercury, and Dr. L. J. Goldwater, among other things professor emeritus of

Occupational Medicine at Columbia University," Lee noted.

"The Federal Environmental Agency shot the claim full of holes, too, issuing a statement to the effect there is no evidence of health hazards caused by mercury in latex-based paints."

"In other words, while mercury in the atmosphere is a problem which needs tending to, it is not being appreciably contributed to by latex-based paints."

"Nevertheless, it is disturbing that the initial claim might well have resulted in one of those react-in-fear attitudes which could have seriously affected the paint manufacturing industry and cost many people their jobs."

Lee said steps need to be taken to clean up the environment, but insisted those steps should be designed to protect the "social and economic structures necessary to fulfilling human needs."

Tasty but fatal

The National Safety Council chapter in the East Bay predicts that 50 Californians will die each year from eating wild mushrooms—too many of which are toadstools. For those who pick them anyway San Francisco State University biology-ecology Professor Harry Thiers will help determine whether the crop is edible or poisonous. He can be reached at 469-1359.

Banned toys

Government listings of toys banned as unsafe are available from the Bureau of Product Safety, Food & Drug Administration, 5401 Westbard Avenue, Bethesda, Maryland 20016.

Carpenters sign new training pact

The United Brotherhood of Carpenters signed a new government agreement to train 3,235 jobless and underemployed workers in an on-the-job training program operating in 44 states.

The union conducts the training through its joint apprenticeship committees and modular housing contractors who have bargaining agreements with the union.

Financed with \$2,570,000 in federal Manpower Development & Training Act funds, the 18-month program will focus on recruiting jobless Vietnam era veterans, minority group members, and disadvantaged workers.

Four types of training are included: pre-apprenticeship for 525 persons, apprentice-entry for 570, skills upgrading for 1,140 and modular housing construction for 1,000.

In a previously existing training contract with the Labor Department, the Carpenters recruited 4,500 persons, graduated 1,860 and had 1,950 still in training last spring.

The new contract was signed by Carpenters President William Sidell and federal representatives.

Seasons Greetings

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OFFICIAL UNION NOTICES

Auto & Ship Painters 1176

Auto, Marine & Specialty Painters 1176 meets on the first and third Tuesday of every month in Room H, Labor Temple, 2315 Valdez Street, Oakland, at 8 p.m.

Fraternally,
LESLIE E. MOORE,
Business Representative

AFSCME-EBMUD 444

The next meeting will be the ELECTION of OFFICERS for 1973 on December 14, 1972 from 7 to 9 p.m. at the Labor Temple, 2315 Valdez Street, Oakland, Hall C.

Titles and contesting candidates are:

President, Bob Silveria and Alton Williams, Jr.

Vice President, Jim Hendrix and Ray Ahern.

Executive Board members, three to be elected: Manny Pontes, Herbert Dyes, Fred Drebot, J. Cox, Johnnie Young and A. Tomesek Jr.

Fraternally,
MANNY PONTES,
Secretary-Treasurer

Amalgamated Crafts & Trades 322

Regular meetings held first Thursday of each month at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, Room H, Third Floor.

Fraternally,
VERN DUARTE,
Financial Secretary

Alameda Carpenters 194

Carpenters Local 194 meets the first and third Monday evening of the month at 8 p.m. in the Veterans Memorial Building, located at 2201 Central Avenue, Alameda.

Refreshments are served following each meeting in the Canteen for all present. You are urged to attend your Local's meetings.

Fraternally,
WM. "BILL" LEWIS,
Recording Secretary

Berkeley Carpenters 1158

Pursuant to the action of the District Council of Carpenters, starting January 1, 1973, dues will be \$14.75 per month.

Blood bank assessment No. 23 is now due and payable.

NOTICE

When sending in your dues by mail, please send to Wm. Mahaffey, 2315 Valdez Street, Room 220-A, Oakland, California 94612.

Fraternally,
NICK J. AFDAMO
Recording Secretary

Barbers 516

The next regular union meeting will be held on Wednesday, December 27, 1972 at 8 p.m. in Newark Square Barber Shop, 5600 Thornton Avenue, Newark, California. Election of officers for 1973 will be held at this meeting. Your legislative assessment of \$3 is due January 1, 1973. Please include it when you send in your dues.

IMPORTANT

Because Christmas and New Year's fall on Monday all union shops in Fremont and Newark will be closed Tuesday, December 26, 1972 and Tuesday, January 2, 1973. Have a Merry Christmas and a Happy New Year.

Fraternally,
AL DOYLE,
Secretary-Treasurer

U.C. Employees 371

Our next regular meeting will be held on Jan. 13th, 1973 in Kroeber Hall, Room 155 at 2 p.m. Preceded by the Ex. Board meeting at 12:30 p.m. Voting for the new officers will take place at this meeting. Let's have a large turn-out. Happy Holiday's to everyone.

Fraternally,
JOSEPH J. SANTORO
Secretary-Treasurer

Carpenters 36

The regular meetings for Carpenters Local Union 36 are held the first and third Thursdays of each month at 8400 Enterprise Way, Oakland, California 94621, at 8 p.m. Refreshments are served by the Ladies Auxiliary immediately following each meeting.

2. The hours of the Financial Secretary's office are 8 a.m. to 5 p.m., Monday through Thursday. Friday the office closes at 1 p.m. Phone 569-3465.

Fraternally,
ALLEN L. LINDER
Recording Secretary

Hayward Carpenters 1622

Attention Carpenter Members—EFFECTIVE JANUARY 1, 1973 dues will be increased \$1.75 per month with the EXCEPTION of RETIRED MEMBERS whose dues will remain the same.

JM dues will be—\$15.25 per month.

APPRENTICE dues will be—\$15.00 per month.

RETIRED dues are—\$17.25 PER QUARTER.

Please remember your \$1 in January, 1973 for 1973 Blood Bank No. 14.

Fraternally,
DELBERT M. BARDWELL
Financial Secretary

Our new contract in booklet form is now available at the Finance Office.

Want to know what's happening? Come to your union meetings!

Regular meetings are held every second and fourth Thursday at 8:00 p.m. at the hall, 1050 Mattox Road, Hayward, California.

Pay your dues at the Financial Secretary's office. It is open at 7:30 a.m. to 5 p.m. on Monday, Tuesday, and Wednesday. On Thursday 8 a.m. to 5 p.m., Friday 7:30 a.m. until 12 noon.

Members who move should inform the local union of their new addresses.

Fraternally,
CHARLES WACK,
Recording Secretary

MOVING? ! ! ! !

You are required to keep the office of the Financial Secretary notified of your correct place of residence.

Failure to do so, and when mail has been returned to the office, a \$1.00 penalty will be imposed.

This enforces Section No. 44, paragraph I of the General Constitution.

Fraternally,
DELBERT M. BARDWELL
Financial Secretary

Carpet & Linoleum 1290

National Conference deaths are now due and payable through NC 450. Also \$3.50 is due for Brother William Von Hilsinger who passed away in September and \$3.50 for Brother Alan Lemmer who passed away in October.

Fraternally,
BOB SEIDEL,
Recording Secretary

Retired Carpenters

All Members of the Club should have received a letter Re: change of plans for our Christmas party. In case you have not, let the Secretary be advised, so our mailing list will be as complete as possible.

Our Christmas party will be held at the hall of Local 1622, 1050 Mattox Road, Hayward, Thursday, Dec. 14th. Cocktail hour noon to 1:00 p.m., followed by a sit down turkey and fixin's dinner.

All Retired Carpenters are invited. And all of the Officers of Carpenters Locals have been asked to attend.

The Club has prospered and grown to such an extent through the aid and cooperation of so many of you, in such a short time, that this party may serve as a means of saying THANK YOU. Your support has been appreciated.

So plan to turn out for this event. Hope to see you on the 14th.

Season's Greetings—
L. D. (LARRY) TWIST,
Recording Secretary

Nixon picks N.Y. unionist as secretary of labor

Continued from Page 1

Eisenhower administration. Durkin later resigned in a policy disagreement with the administration.

Meany termed Brennan's selection "a good choice" and predicted that "he'll make a very fine Secretary of Labor."

Brennan told a New York press conference that he remains a foe of compulsory arbitration — which Nixon

seeks for five transportation industries — and that he plans "a damn good try" at representing workers' interests.

As for minority hiring in the building trades, Brennan noted the New York council's cooperation with the Apprenticeship Outreach program and said, "I'm all for it."

Brennan began as a painter's apprentice on graduation from high school, earned his journeyman's card and was elected to office in his local union while attending classes part time at City College of New York.

He became president of the city Building & Construction Trades Council in 1957, and of the state council a year later. He is also a vice president of the New York State AFL-CIO, serves on several state and federal advisory committees, and has been active in youth affairs.

President Frank Bonadio and Secretary-Treasurer Robert A. Georgine of the national AFL-CIO Building Trades Department wired their congratulations to Brennan and pledged "total cooperation in your new assignment." They termed the appointment an honor to the building trades.

Millmen's Union 550

Regular membership meetings are held on the third Friday of each month, at 8 p.m., in the Labor Temple, 2315 Valdez Street, Room 208, Oakland, California 94612.

Members who are laid off from work are reminded to sign the out-of-work list each week. The new list goes up each Friday and is good through Thursday night.

Members who wish to change their Health and Welfare coverage from Occidental to Kaiser or Kaiser to Occidental may do so between November 15, and December 15, 1972. Choice cards may be obtained by calling this office (839-5656).

Fraternally,
ODUS G. HOWARD,
Financial Secretary

Printing Specialties 382

Meeting second Friday of the month at 8 p.m. in Jenny Lind Hall, 2367 Telegraph Avenue, Oakland.

Fraternally,
TED E. AHL,
Secretary

Printing Specialties 678

Meeting second Thursday of the month at 8 p.m. in Cannery Workers Hall, 492 C Street, Hayward, California.

Fraternally,
WILLIAM PRENDEBLE,
Secretary

School Employees 257

The next regular meeting of the Oakland, California Unified School Employees Union Local No. 257 will be on Saturday, January 13, 1973 at Franklin School, 915 Foot-hill Boulevard, Oakland, California in the school auditorium at 10:30 a.m.

The regular meeting for December is cancelled for the holidays, this subject to any Called Special Meeting of the membership if necessary by the president of the local.

The Executive Board will be meeting at its regular time on Saturday, December 9, 1972 at 8:30 a.m. at the Franklin School, and also January 13th, 1973 at its regular time.

Fraternally,
HAROLD BENNER,
Executive Secretary

Steamfitters 342

Steamfitters Local 342 regular meetings are held on the first Thursday of every month at 8 p.m. at 1010 Shary Court, Concord, California.

Please make every effort to be in attendance.

Fraternally,
DOYLE WILLIAMS,
Business Manager &
Financial Secretary

Sheet Metal Workers 216

The regular meetings are every 3rd Wednesday of the month at 8 p.m. in the Labor Temple.

Fraternally,
FRED HARMON,
Business Manager

Steelworkers L.U. 7616

Regular membership meetings are held the second Saturday of the month at 9 a.m. at Eagles' Hall, 1228 Thirty-sixth Avenue, Oakland, California.

Fraternally,
ESTELLA STEPHENS,
Recording Secretary

Man of the Year Dinner March 2

Continued from Page 1

Richard K. Groulx, and Carl Jaramillo, council community services director.

Building Trades Council — Gunnar (Benny) Benonys, Carpenters Local 36; Council Business Representative Lamar Childers, Sam Caponio, Painters Local 127; Council Vice President George A. Hess; Council President Al Thoman and Tom Sweeney, Electrical Workers Local 595.

Teamsters — President James Muniz and Secretary-Treasurer Chuck Mack of Teamsters Local 70.

The first three Men of the Year were Childers, Wendell Phillips, of Bakery Drivers Local 484, and Groulx.

Barbers 134

Our regular December meeting will be held on Thursday night December 21, 1972 at 8 p.m. in the Labor Temple, 2315 Valdez Street, Oakland, California.

Election of Officers for 1973 will be held. Inasmuch as all Officers were nominated without opposition, it was M-S-C that a White Ballot be cast for Raymond Luciano, President; Donald Forfang, Vice-President; Jack M. Reed, Secretary-Treasurer; I. O. Chamorro, Recorder; Stephen Troxli, Guide; Melvin Ferreira, Guardian; Hugh Dean and Melvin Ferreira, Finance Committee; Melvin Ferreira Delegate to Central Labor Council. Raymond Luciano, Jack M. Reed and I. O. Chamorro, Delegate to Northern Area Council.

NOTICE!!
\$3 Legislative Assessment for 1972 is now due. Please add the above amount with your January Dues.

The officers of Local 134 wish you a Merry Christmas and a Happy and Prosperous New Year.

Fraternally,
JACK M. REED,
Secretary-Treasurer

Iron Workers 378

Our Regular Executive Board meetings are held on the 2nd and 4th Wednesdays of each month, 8 p.m.

Stewards meetings also are held the second and fourth Wednesdays of the month at 8 p.m.

OUR REGULAR MEMBERSHIP MEETING IS HELD ON THE 2ND FRIDAY OF EACH MONTH, 8 P.M.

Fremont Eyes 'No Growth'

Continued from page 1

Carpenters Local 1622, and Bachman.

The council voted to hold its Christmas party for delegates at its meeting December 19.

Other action included endorsement of Assembly Bill 889 to hold up the massive suspension of construction under the State Supreme Court's Mammoth Lakes decision.

The bill, giving the state four months to draw clear guidelines for local government's issuance of building permits, has since been signed into law.

New Building Trades Council agreements announced at the meeting are with John Halleib, Max Goodwin Construction and Tony's Masonry.

Caton, Longtime Barber, Dead

Nestor J. Canton, who joined Barbers Local 134 59 years ago and operated an Oakland barber shop for many years, died last week at the age of 87.

Canton joined the union in 1913 and retired in 1954. At the time of his retirement he owned a shop at 622 Fourteenth Street, Oakland.

His home was at 17 Calvin Court, Walnut Creek. Survivors include a daughter, Elmira, wife of H. J. Bornholtz who recently retired as Walnut Creek postmaster.

Scarf a hazard

Long scarfs can be fatal to ski lift, motorcycle and snowmobile riders, says the Eastbay Chapter of the National Safety Council, warning that scarfs caught in machinery can strangle an individual or draw heads into gears, inflicting massive injury.

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46th Year, Number 35

December 15, 1972

JOHN M. ESHLEMAN, Editor

1622 East 12th Street, Oakland, Calif. 94606

Phone 261-3980

An Invitation To Strikebreaking

The United States Supreme Court's decision that a union may not fine members who go through the motions of resigning before crossing a picket line is an invitation to strikebreaking.

With elaborate legalistic hairsplitting, the eight-man court majority finds that the issue in such scabbing is freedom of association.

There is no published mention, however, that the court considered the fact that whether a member resigns or does not resign the union has the obligation to represent him in collective bargaining.

The same Taft-Hartley law which the court cites in its pro-scabbing decision requires that the union bargain for all employees — union or non-union — in its jurisdiction.

And all employees — including the 31 strikebreakers involved in the court's decision — receive the benefits won by the union through bargaining and striking.

The court's decision thus is a "right to work" plan for scabs.

The court suggested that a change in union rules might allow a union still to discipline picket line crossers. It noted that it was not ruling on "what extent the contractual relationship between union and member may curtail the freedom to resign."

But failing such a curtailment, the high court's ruling is when there is "lawful dissolution" of union membership the union "has no more control over the former member than it has over the man in the street."

Which strikes us as ironic, because the man in the street does not share in the union's economic gains — which picket line crossers enjoy.

A responsibility

The three Nixon members of the National Labor Relations Board have bypassed the board's duty to correct unfair employer practices and in effect referred the issue to compulsory arbitration.

The NLRB majority, appointed by Richard Nixon, overruled the two members named by Democratic administrations and sent an unfair practices case back to be decided by "amicable settlement in the grievance procedure or be submitted promptly to arbitration."

A trial examiner had found management guilty of an unfair practice in threatening a unionist for doing grievance work while on the job.

It is hard to believe that an employer guilty of such tactics would go along with "amicable settlement" and therefore the Nixon board majority is dictating that there be arbitration.

Instead of such compulsory arbitration, the board's duty is to weigh the facts and decide whether or not the charge is justified. If it so finds, it has powers to prevent repetition of the offense and make its victims whole.

But the board had ducked this duty, dismissed the charge and sent the issue back to an uncertain future in arbitration.

This is not the first instance of the Nixon administration favoring management at labor's expense. It won't be the last.

Unions win point on coordinated bargaining

In a case that could have an important bearing on coordinated bargaining, a Philadelphia Court ruled that unions did not violate federal law in their 1967-68 bargaining with the copper industry.

The court threw out the National Labor Relations Board finding that the unions' insistence on common contract termination dates amounted to the same thing as companywide bargaining.

The case grew out of the 1967 negotiations between the Phelps Dodge Corporation and the unions cooperating in the AFL-CIO Joint Negotiating Committee for Phelps Dodge.

The company agreed to bargain with the committee on behalf of 40 Phelps Dodge units in Arizona, but rejected the request that Phelps Dodge subsidiaries in Rhode Island and El Paso be included.

After a strike and settlement, the NLRB upheld the company's claim that the union insistence on common contract termination dates and simultaneous settlements amounted to an illegal demand for company-wide bargaining.

It would have been illegal for the unions to strike in quest of companywide agreements since only individual bargaining units are certified by the NLRB. The trial examiner and the full board found that such a violation had occurred.

But the appeals court threw out the NLRB interpretation in its entirety.

It ruled that as long as negotiations are carried on at separate locations, and since "no bargaining was conducted at any unit with regard to wages, terms or employment conditions at other locales," there was no violation of the Taft-Hartley Act.

The appeals court ruling would also establish that a union can strike over two other bargaining demands—a limited no-strike clause and a "most favored nation" clause.

Modification of the traditional no-strike clause would allow a union to strike in support of their fellow employees in other bargaining units of the same employer in some instances.

The "most favored nation" clause, which the Steelworkers negotiated with Phelps Dodge,

gives the union a right, upon demand, to any more favorable provisions bargained by the same union in a different unit of that company.

The NLRB contended that the unions illegally delayed settlement of the Phelps Dodge strike in Arizona until agreement was reached at other bargaining units.

The court disagreed with the board's interpretation of intent and said that awaiting an agreement in other units was a "harmless violation" since the other units reached agreement by the time the Arizona settlement was ready for signing.

The board had ruled that submitting the Arizona contract to the union's Nonferrous Industry Conference for approval amounted to an attempt at delay.

But the court found that no time had been lost in submitting the agreement to the conference, which was set up by the AFL-CIO Industrial Union Department to coordinate negotiations not only at Phelps Dodge but also at Kennecott, Anaconda and American Smelting & Refining, the other three major copper producers.



They put money where their endorsement was

Three East Bay Service Employees unions raised \$1,000 in a pre-election party and divided it between the campaigns of George S. McGovern for President and Ronald V. Dellums for re-election to Congress.

Hospital workers Local 250 Business Representative Gary Robinson made the presentations at Alameda County Central Labor Council meetings.

He handed the Dellums check to Executive Secretary-Treasurer Richard K. Groulx, county co-chairman of the Labor Committee for McGovern-Shriver.

Sponsoring the fund-raising party were Local 250, Social Services Union Local 535 and United Public Employees Local 390.

Landmark UAL pact OK'd by Machinists

A 20-month contract with United Air Lines covering 16,000 mechanics and ground service employees was ratified by members of International Association of Machinists District 141.

The union also has reached tentative accord with National Airlines for 1,200 members.

District 141 said the new UAL rates are the highest on trunk airlines. A totally new pension plan, based on service instead of wages, increases the retirement benefit level as much as three times.

Retirement improvements are retroactive to the contract's start of last January 1, the first time that UAL has agreed to make anything other than wages retroactive to the start of a contract.

Mechanic's pay will go to \$6.60 per hour next January 1 and ramp and stores top rate will be \$5.36 on the same date.

These "and all other rates in the new agreement set new goals for all major carriers in our industry," the district told members.

The new UAL contract provides for wage increase ranging from 5.5 to 6.9 per cent and vast improvements in pension benefits. An agreement reached earlier this year with Continental that offered lower wage increases was rejected by IAM members.

The 9,560 United mechanics and workers in related jobs will get a pay boost of 40 cents an hour retroactive to January 1. They will get another raise of about 6.4 per cent next January 1.

The 5,214 ramp and store workers will get an increase of 31 cents an hour retroactive to January 1 and an additional 6.1 per cent hike at the start of next year.

Letters to the editor

Thanks

Editor, Labor Journal:

I want you to know how much I appreciate the East Bay Labor Journal's kind article on my efforts here in Congress for the last 10 years.

I was very pleased to receive the endorsement of the Committee on Political Education, and I hope that we can continue to cooperate in our efforts to improve the quality of life for working Americans.

Thank you again for your support of my re-election campaign. I am looking forward to the challenges of the 93rd Congress.

With best regards,

DON EDWARDS

Member of Congress

Alioto Backs Orderly Growth; Tells Governor Race Plans

San Francisco Mayor Joseph L. Alioto took on Republican enemies of working people and the extremists on both ends of the "no growth" battle in a hardhitting speech to Carpenters Local 36 members and their families last week.

Alioto hinted broadly that he will be fighting for the governorship in 1974 when he answered a questioner from the floor:

"If tomorrow were the deadline, I'd sign in."

"We're spending a lot of time in the southern part of the state and any sophisticated observer can tell what we're planning to do."

In his address to an audience of carpenters and their wives who filled Local 36's meeting hall, Alioto rejected the argument that workers have to choose between jobs and protecting the national environment.

"You don't have to make that choice," he said, "Development is not necessarily a dirty word."

"You can't control growth even if you wanted to. The people of this country have the constitutional right to move where they want to live."

"So isn't it better to have orderly growth?"

He had no mercy on the "swimming pool liberals who believe any building is wrong" and those on the other side "who believe that anything to make jobs is OK."

"I don't mean those who believe that zoning and density rules are proper," he said, and you do too.

"Nor am I talking about those who complain about air pollution while driving around in their high powered Mercedes-Benzes."

He recalled a meeting with a Save the Florida Everglades advocate who "so help me, was wearing alligator shoes."

He defended high-rise building as capable of adding beauty to a city and cited parklike land-

scaping around recently-added high-rises in downtown San Francisco.

The Transamerica Tower, which raised a storm of controversy before San Francisco approved its construction, will add 6,000 permanent jobs to the thousands of building trades jobs provided in its construction, Alioto noted.

Turning to the Republican anti-labor philosophy, he recalled a GOP campaign questionnaire asking voters if labor had too much power.

"Not if banks, public utilities or corporations had too much power, mind you, but only unions," he said.

"I can tell you that the federal government is making an intensive scrutiny of the books and records of 10 unions in this area alone."

"Meanwhile, the Watergate scandal is being forgotten by government and we're asked to believe that it was confined solely to the seven men who were arrested."

"Remember Dita Beard and the ITT scandal? That's being forgotten too."

"What if there were such a scandal involving some labor lobbyist or George Meany?"

"If such a labor lobbyist disappeared and turned up in a hospital saying he had a heart attack and if when being questioned he said his heart hurt just at the critical point, would the questioning stop?"

He warned that the federal government is trying to eliminate building trades pay scales and substitute "a handyman classification" in public housing in San Francisco.

"If they get away with that, won't the same thing threaten in private construction?" he asked.

"When the Nixon administration said it was fighting inflation, it held down construction wages first — and never has indicated it plans to control profits or interest rates."

School Fund Set Up for Slain Unionists' Kids

As police sought the professional-style murders of two Sacramento union representatives, their international union, the Operating Engineers, set up a trust fund to pay for the education of their four children.

Thirty-one year old John Duncan, a Stationary Engineers Local 39 business representative, and Operating Engineers International Representative Roger Ekar, 34, were shot to death on the evening of December 5 after being lured to a fake meeting in Local 39's Sacramento office.

They were told that a representative of prospective members at a hospital wanted to discuss organizing. A name on Duncan's calendar, presumably of the person they were to meet, did not belong to anyone at the hospital, police said.

Each victim leaves a wife and two small children.

The international union this week set up the J.J. Twombly Trustee Benefit Fund, in the name of Western Regional Director J. J. Twombly, to finance the four children's education.

Checks made to the fund should be sent to 2555 Flores Street, Suite 390, San Mateo 94403.

Local 39 Business Representative Dan Henningan told the Alameda County Central Labor Council this week that the killings were "an obviously professional job after the men were lured to the office by a phone call."

SEIU post

AFL-CIO Research Department Economist Rudolph A. Oswald has been named research director of the Service Employees International Union, succeeding Will Smith Jr., now a special assistant to SEIU President George Hardy.

Berkeley Unionists Plan Election Drive

Union members who live or work in Berkeley will meet in January and February to plan political action aimed at adding labor representation to the Berkeley city council at the April election.

The new Labor Conference for Berkeley Politics urged all interested Berkeley unionists to attend and asked local unions and councils to send delegates to meetings January 20 and February 3 at times and places to be set.

The conference, which was set up with help of the Alameda County Central Labor Council, noted that in two Berkeley struggles this year "we learned that no one on the city council represents working people's needs."

In last spring's 10-week confrontation at the University of California, the conference recalled that the city council refused to shut down the campus as a health hazard but, instead, ordered city scavengers across picket lines.

When Berkeley city employees struck, the city "hired a high-priced union-busting consultant" and "instructed its attorney to obtain an injunction against the strikers," the conference added.

The two conference meetings will study programs and candidates to recommend to COPE

and ILWU, Teamster and other labor political groups.

Issues to come under conference scrutiny include anti-professional strikebreaking legislation, public employees' collective bargaining and right to strike, child and health care facilities, equal pay for equal or equivalent work, effective price control and an end to the wage freeze.

Aiding in formative meetings for the conference were Alameda County Central Labor Council Executive Secretary-Treasurer Richard K. Groulx and Community Services Director Carl Jaramillo.

Temporary officers of the conference are Chairman Lee Coe, retired member of ILWU Warehouse Local 6; Leslye Russell of UC Non-academic Employees Local 1695; Leo Seidlitz AFSCME Local 1650; Sarah Scabill and Saul Levinson of AFT-Oakland Local 771 and Frank Brown of ILWU Longshore Local 10.

Machinist VP

Sal Iacco will succeed International Association of Machinists Vice President L. Ross Matthews who will retire December 31. Iacco is an international representative in New York City.

Bakers vote on strike settlement

Twelve thousand bakers were voting this week on a settlement of their month-old strike against ITT Continental, the conglomerate-owned bakery firm which produces Wonder bread.

Sole issue in the strike, which began in Wonder bread plants on the Pacific Coast and Rocky Mountain area and spread to the East Coast, was a union proposal for a continuous five-day workweek.

The settlement, reached in Los Angeles negotiations last weekend, provides for a work week of any five consecutive days. If an employee works a split week, he will be paid an annual bonus covering Sunday work.

As Bakers Union members were voting, Teamsters were back in negotiations aimed at a settlement of their strike-lockout.

Some 350 Teamster bakery drivers struck ITT Continental in Oakland, Sacramento and San Francisco a week before the Bakers walked out.

Campbell-Faggert, which operates Langendorf bakeries in the Bay Area and Rainbo bakeries in Sacramento, Modesto, Chico and Fresno then locked out another 160 Teamsters.

Herb Denk, secretary-treas-

urer of Bakers Local 119 here and of the Pacific States Conference of Bakers, said that ITT Continental plants from San Diego to Seattle and in Denver and Salt Lake City were initially struck.

ITT Continental employees then walked out at seven plants in New York, New Jersey, Massachusetts and other Northeastern states.

The Bakers settled their

contract with bakery employers last May, except for the work-week issue. It was agreed then that if further bargaining did not settle the point the union would be free to strike.

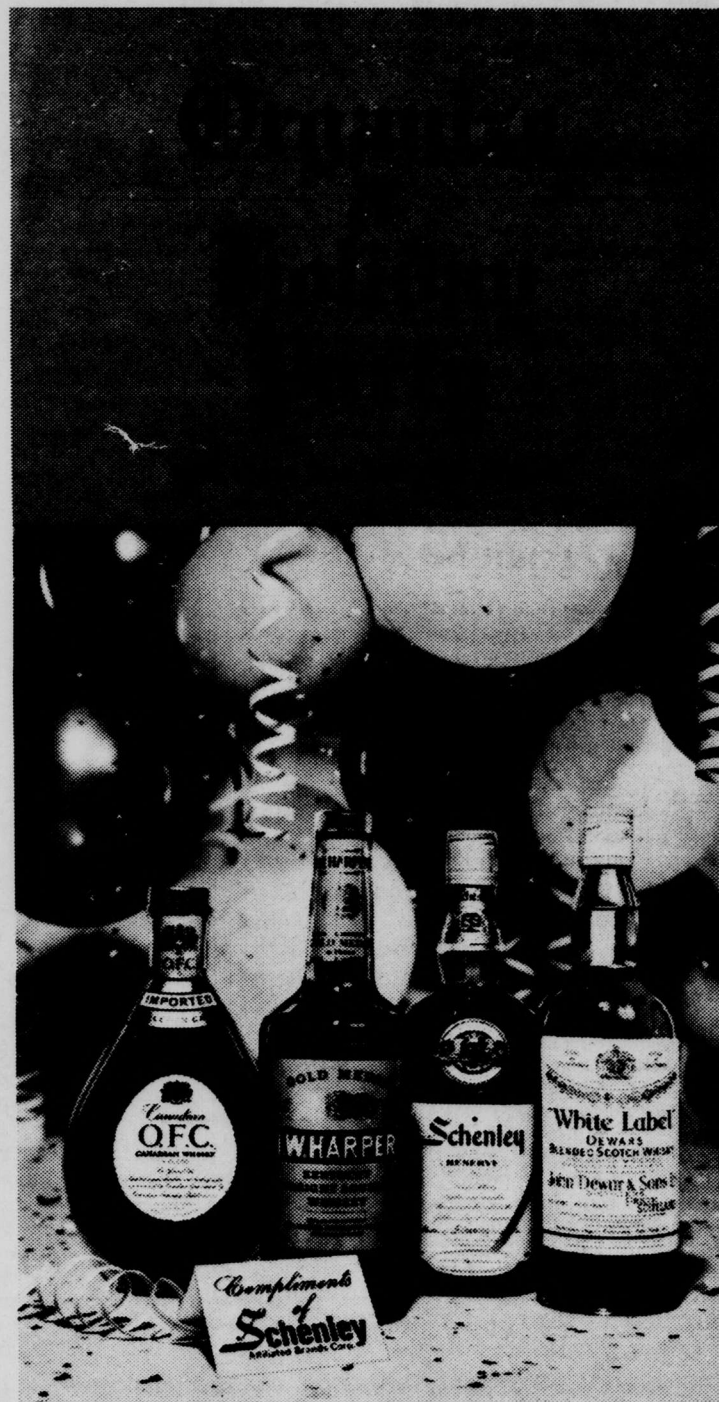
The Teamster dispute covers many issues. Chief Teamster negotiator Wendell Phillips said that when the drivers struck, employers were refusing even to match Nixon pay board guidelines.

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